

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCS), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCS survey was discontinued.

**Ready Facts Catalog for the Washington-Baltimore, DC-MD-WA-WV, CMSA:**

	<b>Data tables from NCS Bulletins</b> 1-1. through 3-2. Mean hourly earnings or weekly earnings and hours by selected worker, industry, and occupational characteristics (previously Table A1-A4) 4-1. through 4-3. Mean hourly earnings by selected occupations and levels (previously Table B1-B2) 5-1. through 5-3. Mean hourly earnings by selected characteristic (previously Table C1-C3) 6-1. through 6-5. Hourly wage percentiles by selected occupations	
	<b>Washington-Baltimore, DC-MD-WA-WV (April 2003)</b>	
9840	Tables 1-1 through 3-2	17
9841	Tables 4-1 through 4-3	18
9842	Tables 5-1 through 5-3	3
9844	Tables 6-1 through 6-5	13
9843	Appendix A (Technical Note)	5
9887	Appendix B (Occupational Classification)	8
9888	Appendix C & D (Generic Leveling Criteria) & (Evaluating Your Firm's Jobs)	8
9889	NCS Regional area definitions	1

Table 6-1. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$8.50	\$11.85	\$17.43	\$26.76	\$37.14
All excluding sales .....	8.64	12.05	18.00	27.22	37.47
<b>White collar</b> .....	10.80	14.95	21.83	31.47	43.27
White collar excluding sales .....	12.35	16.32	23.52	32.80	43.98
<b>Professional specialty and technical</b> .....	17.25	21.70	28.51	36.52	45.84
Professional specialty .....	18.84	23.74	29.78	38.27	46.88
Engineers, architects, and surveyors .....	17.95	22.42	32.64	41.13	45.52
Electrical and electronic engineers .....	30.77	34.72	39.48	41.92	46.44
Mechanical engineers .....	22.07	28.85	35.07	35.07	44.99
Engineers, n.e.c. ....	19.25	20.75	37.79	43.30	46.20
Mathematical and computer scientists .....	21.15	26.43	32.28	40.90	48.32
Computer systems analysts and scientists .....	21.83	26.92	33.13	41.01	48.32
Operations and systems researchers and analysts .....	17.41	18.04	18.91	25.96	31.25
Natural scientists .....	16.51	18.77	24.30	31.87	40.04
Medical scientists .....	14.08	15.48	17.84	19.17	22.32
Health related .....	18.29	21.63	27.02	31.71	38.51
Physicians .....	9.50	9.50	43.58	70.18	93.02
Registered nurses .....	20.00	22.88	27.53	30.00	33.48
Respiratory therapists .....	18.87	20.66	23.07	26.31	27.61
Speech therapists .....	21.42	25.49	28.07	36.06	44.09
Therapists, n.e.c. ....	16.90	20.51	22.70	25.29	30.56
Teachers, college and university .....	26.86	28.98	34.06	43.31	50.02
Social science teachers, n.e.c. ....	29.89	32.71	42.56	47.53	57.28
Other post-secondary teachers .....	27.31	30.69	35.10	43.08	45.19
Teachers, except college and university .....	22.40	25.03	30.74	40.02	45.77
Prekindergarten and kindergarten .....	13.43	16.83	24.36	32.01	40.24
Elementary school teachers .....	23.42	25.36	30.08	38.74	45.32
Secondary school teachers .....	24.01	25.81	32.54	41.56	47.38
Teachers, special education .....	24.86	31.03	37.63	42.90	45.84
Teachers, n.e.c. ....	18.18	24.97	31.26	40.49	45.84
Vocational and educational counselors .....	14.78	17.69	25.21	39.77	42.90
Librarians, archivists, and curators .....	16.81	19.23	22.77	25.87	32.27
Librarians .....	16.81	19.20	22.77	25.87	32.27
Social scientists and urban planners .....	13.47	19.02	23.66	33.49	38.06
Psychologists .....	20.88	21.31	21.64	36.14	46.10
Social, recreation, and religious workers .....	16.23	16.96	19.32	22.26	27.13
Social workers .....	16.33	17.61	19.41	23.88	30.86
Lawyers and judges .....	51.92	57.69	61.54	71.15	76.92
Lawyers .....	51.92	57.69	61.54	71.15	76.92
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	18.65	23.08	29.81	34.99	41.47
Editors and reporters .....	17.00	22.60	28.37	32.47	36.16
<b>Technical</b> .....	14.25	16.00	19.23	25.00	28.02
Clinical laboratory technologists and technicians .....	12.50	14.33	19.00	24.42	31.10
Radiological technicians .....	19.73	22.00	25.23	26.39	28.30
Licensed practical nurses .....	15.02	17.60	19.20	21.00	24.00
Health technologists and technicians, n.e.c. ....	10.42	13.71	17.10	20.18	26.13
Electrical and electronic technicians .....	17.18	19.15	27.79	27.79	27.79
Technical and related, n.e.c. ....	15.50	15.50	18.14	19.58	24.83
<b>Executive, administrative, and managerial</b> .....	16.32	20.88	28.94	40.41	53.03
Executives, administrators, and managers .....	19.23	25.03	33.65	47.29	57.69
Administrators and officials, public administration .....	19.36	20.90	29.08	32.89	33.65
Financial managers .....	25.00	26.72	48.77	102.88	102.88
Managers, marketing, advertising, and public relations .....	28.77	29.28	37.46	44.30	59.00
Administrators, education and related fields .....	23.34	28.08	38.76	47.04	54.18
Managers, medicine and health .....	21.29	27.40	31.43	35.37	38.69
Managers, service organizations, n.e.c. ....	17.79	19.50	22.40	48.24	57.45
Managers and administrators, n.e.c. ....	22.79	29.83	42.09	54.59	62.86
Management related .....	15.22	17.61	21.97	30.68	40.14
Accountants and auditors .....	15.09	19.71	22.60	27.97	41.35
Other financial officers .....	16.32	20.67	25.64	36.78	49.20
Management analysts .....	26.70	28.49	29.52	33.98	40.17
Personnel, training, and labor relations specialists .....	16.51	17.57	19.50	19.52	31.05
Purchasing agents and buyers, n.e.c. ....	21.64	21.64	22.72	33.17	40.00

See footnotes at end of table.

Table 6-1. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>White collar —Continued</b>					
<b>Executive, administrative, and managerial —Continued</b>					
Management related —Continued					
Inspectors and compliance officers, except construction .....	\$14.41	\$15.13	\$17.94	\$22.57	\$26.41
Management related, n.e.c. ....	15.18	16.70	20.74	28.46	32.50
<b>Sales</b> .....	7.75	9.40	12.60	19.69	28.85
Supervisors, sales .....	14.00	18.00	22.03	25.33	28.85
Sales, other business services .....	12.00	12.60	17.31	27.78	38.51
Sales workers, other commodities .....	7.00	8.00	10.51	13.62	17.95
Cashiers .....	7.30	7.95	9.38	10.50	13.80
<b>Administrative support, including clerical</b> .....	9.83	11.77	14.64	18.23	22.51
Supervisors, general office .....	15.00	15.90	22.00	24.11	24.90
Secretaries .....	12.51	14.37	17.40	20.93	26.41
Interviewers .....	11.19	12.30	14.00	15.03	16.75
Hotel clerks .....	7.54	8.65	9.27	10.50	11.33
Transportation ticket and reservation agents .....	12.29	13.94	20.30	23.40	23.67
Receptionists .....	8.50	9.00	9.97	11.00	11.37
Order clerks .....	8.50	11.76	14.42	15.95	17.97
Library clerks .....	6.67	7.62	11.65	12.94	17.05
Records clerks, n.e.c. ....	10.73	12.50	13.95	16.79	19.91
Bookkeepers, accounting and auditing clerks .....	10.25	11.13	12.36	14.60	16.25
Billing clerks .....	12.76	14.75	16.71	19.95	27.23
Telephone operators .....	7.90	7.90	9.25	12.94	16.21
Dispatchers .....	12.55	13.50	13.53	21.55	28.10
Stock and inventory clerks .....	10.30	10.30	10.77	16.77	18.21
Material recording, scheduling, and distribution clerks, n.e.c. ....	7.72	9.16	12.36	15.90	17.04
Insurance adjusters, examiners, and investigators .....	11.54	12.41	14.14	16.66	17.77
Investigators and adjusters, except insurance .....	10.40	11.44	14.31	16.27	18.43
General office clerks .....	10.50	11.70	13.98	16.90	20.05
Bank tellers .....	8.70	9.25	10.15	11.01	11.98
Data entry keyers .....	10.00	11.45	12.10	13.28	14.27
Teachers' aides .....	9.82	11.47	14.03	15.44	18.15
Administrative support, n.e.c. ....	6.55	10.36	13.52	17.95	23.29
<b>Blue collar</b> .....	8.50	11.69	15.00	21.87	26.25
<b>Precision production, craft, and repair</b> .....	13.85	16.90	22.00	26.41	28.35
Industrial machinery repairers .....	13.85	14.47	18.50	22.19	23.43
Mechanics and repairers, n.e.c. ....	13.62	16.97	21.28	23.85	26.94
Electricians .....	18.77	26.00	28.35	28.35	29.34
Electrician apprentices .....	12.00	14.30	16.56	19.20	27.15
Supervisors, production .....	17.40	17.68	24.87	25.92	28.70
<b>Machine operators, assemblers, and inspectors</b> .....	8.39	10.25	12.40	15.42	22.91
Printing press operators .....	14.36	15.05	16.32	26.00	27.37
Laundering and dry cleaning machine operators .....	7.60	8.05	8.75	10.70	12.60
Assemblers .....	11.27	12.89	13.70	25.88	25.88
Production inspectors, checkers and examiners ..	8.00	8.57	10.19	11.69	12.89
<b>Transportation and material moving</b> .....	7.00	12.06	15.00	19.43	24.51
Truck drivers .....	7.25	12.00	14.00	16.48	19.86
Driver-sales workers .....	4.75	5.50	6.50	22.02	23.86
Bus drivers .....	9.09	12.59	14.46	17.14	22.91
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.95	9.00	11.57	14.27	17.24
Groundskeepers and gardeners, except farm .....	8.50	8.84	9.86	14.20	16.41
Stock handlers and baggers .....	7.50	8.00	8.90	11.50	13.09
Freight, stock, and material handlers, n.e.c. ....	9.00	11.48	14.00	15.25	16.50
Hand packers and packagers .....	7.00	7.50	8.77	14.70	14.70
Laborers, except construction, n.e.c. ....	8.25	10.25	11.80	14.87	21.87
<b>Service</b> .....	6.50	8.00	10.50	14.25	21.62
Protective service .....	8.50	13.25	18.34	24.59	28.45

See footnotes at end of table.

Table 6-1. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Service—Continued</b>					
Protective service—Continued					
Firefighting .....	\$14.88	\$18.64	\$20.99	\$22.39	\$25.31
Police and detectives, public service .....	15.80	18.23	23.50	26.11	28.38
Sheriffs, bailiffs, and other law enforcement officers .....	10.57	14.42	17.31	20.00	24.14
Correctional institution officers .....	13.82	15.47	17.99	19.35	20.37
Guards and police, except public service .....	8.00	8.00	9.35	11.89	15.63
Food service .....	2.38	5.82	9.16	11.50	14.30
Waiters, waitresses, and bartenders .....	2.13	2.37	4.75	7.21	10.07
Waiters and waitresses .....	2.13	2.37	2.38	5.82	9.40
Waiters/Waitresses' assistants .....	5.50	7.21	7.50	10.07	11.82
Other food service .....	6.25	8.50	10.96	12.86	15.87
Supervisors, food preparation and service .....	7.50	12.86	15.86	18.53	24.40
Cooks .....	9.00	10.00	11.00	11.84	13.00
Food counter, fountain, and related .....	5.15	6.00	6.25	13.17	13.17
Food preparation, n.e.c. ....	7.00	8.25	9.82	11.15	12.47
Health service .....	9.00	10.00	10.67	12.71	13.95
Health aides, except nursing .....	9.00	10.00	12.00	13.27	14.53
Nursing aides, orderlies and attendants .....	8.59	9.80	10.57	12.50	13.95
Cleaning and building service .....	6.96	7.50	8.65	11.21	13.17
Supervisors, cleaning and building service workers .....	8.50	10.00	14.04	18.81	21.71
Maids and housemen .....	7.05	7.91	9.26	12.04	12.66
Janitors and cleaners .....	6.50	7.00	8.00	10.67	13.30
Personal service .....	6.90	8.60	10.00	12.76	16.71
Attendants, amusement, and recreation facilities .....	5.15	5.75	6.44	7.04	7.97
Child care workers, n.e.c. ....	9.27	9.58	11.24	11.90	13.82
Service, n.e.c. ....	6.91	9.12	10.78	12.05	12.65

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003**

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>All</b> .....	\$8.00	\$10.95	\$16.30	\$26.00	\$36.06
All excluding sales .....	8.00	11.13	16.85	26.48	36.37
<b>White collar</b> .....	10.30	14.00	21.05	30.60	43.21
White collar excluding sales .....	11.74	15.90	22.95	32.31	44.30
<b>Professional specialty and technical</b> .....	17.00	21.52	28.51	36.06	47.14
Professional specialty .....	18.80	23.52	29.81	37.82	48.32
Engineers, architects, and surveyors .....	17.85	21.33	33.53	41.57	45.52
Electrical and electronic engineers .....	30.77	34.72	39.48	41.92	46.44
Engineers, n.e.c. ....	19.25	20.20	37.79	43.50	46.20
Mathematical and computer scientists .....	20.92	26.44	32.31	40.90	48.32
Computer systems analysts and scientists .....	21.83	26.93	33.18	41.01	48.32
Operations and systems researchers and analysts .....	17.41	18.04	18.91	25.96	31.25
Natural scientists .....	16.92	19.03	24.30	33.57	40.80
Health related .....	19.50	22.30	27.41	31.76	37.91
Physicians .....	9.50	9.50	40.07	71.80	94.55
Registered nurses .....	20.00	22.65	27.67	30.00	33.48
Respiratory therapists .....	18.87	20.66	23.07	26.31	27.61
Teachers, college and university .....	26.70	31.15	36.06	44.34	57.72
Teachers, except college and university .....	15.51	20.25	26.38	30.08	34.03
Elementary school teachers .....	22.06	25.64	29.04	30.08	33.15
Secondary school teachers .....	24.95	27.84	32.07	44.79	45.59
Teachers, n.e.c. ....	14.00	18.18	24.97	26.07	29.68
Librarians, archivists, and curators .....	18.13	19.23	23.55	30.47	32.27
Librarians .....	16.88	19.23	23.55	25.87	32.27
Social scientists and urban planners .....	13.47	17.80	23.91	33.49	43.56
Social, recreation, and religious workers .....	—	—	—	—	—
Lawyers and judges .....	51.92	57.69	61.54	71.15	76.92
Lawyers .....	51.92	57.69	61.54	71.15	76.92
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	19.23	23.30	29.81	34.99	41.39
Editors and reporters .....	17.00	22.60	28.37	32.47	36.16
Technical .....	13.89	16.00	20.00	26.39	28.55
Clinical laboratory technologists and technicians .....	12.50	14.42	19.00	24.42	31.10
Radiological technicians .....	19.73	22.00	25.23	26.39	28.30
Licensed practical nurses .....	17.55	18.82	20.00	21.38	25.00
Health technologists and technicians, n.e.c. ....	10.42	13.18	16.69	18.00	20.78
Electrical and electronic technicians .....	17.18	19.15	27.79	27.79	27.79
Technical and related, n.e.c. ....	15.50	15.50	18.99	24.83	24.83
<b>Executive, administrative, and managerial</b> .....	16.42	21.64	29.72	41.83	57.07
Executives, administrators, and managers .....	18.75	26.70	34.62	48.08	60.10
Financial managers .....	25.00	26.72	48.77	102.88	102.88
Managers, marketing, advertising, and public relations .....	28.77	29.28	37.46	44.30	59.00
Administrators, education and related fields .....	22.95	26.74	36.06	48.98	77.89
Managers, medicine and health .....	24.46	28.72	32.50	38.69	39.12
Managers, service organizations, n.e.c. ....	17.79	19.50	22.40	48.98	60.10
Managers and administrators, n.e.c. ....	22.60	30.24	42.64	54.69	62.88
Management related .....	16.32	19.23	22.72	31.25	41.35
Accountants and auditors .....	18.17	21.15	24.09	34.07	41.35
Other financial officers .....	16.32	20.67	25.64	36.78	49.20
Management analysts .....	26.70	28.49	29.52	33.98	40.17
Management related, n.e.c. ....	15.22	16.70	21.20	26.90	35.48
<b>Sales</b> .....	7.75	9.38	12.60	19.43	28.85
Supervisors, sales .....	14.00	18.00	22.03	25.94	28.85
Sales, other business services .....	12.00	12.60	17.31	27.78	38.51
Sales workers, other commodities .....	7.00	8.00	10.51	13.62	17.95
Cashiers .....	7.25	7.95	9.35	10.40	13.89
<b>Administrative support, including clerical</b> .....	9.67	11.45	14.58	18.67	23.49
Supervisors, general office .....	15.00	15.90	22.00	23.46	24.38
Secretaries .....	12.61	14.50	17.93	21.72	27.08
Interviewers .....	11.19	12.30	14.00	15.03	16.75
Hotel clerks .....	7.54	8.65	9.27	10.50	11.33

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003** — Continued

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>White collar</b> —Continued					
<b>Administrative support, including clerical</b> —Continued					
Transportation ticket and reservation agents .....	\$12.29	\$13.94	\$20.30	\$23.40	\$23.67
Receptionists .....	8.50	9.00	9.95	11.00	11.44
Order clerks .....	8.50	11.76	14.42	15.95	17.97
Records clerks, n.e.c. ....	8.96	13.00	14.60	18.00	19.91
Bookkeepers, accounting and auditing clerks .....	10.00	11.01	12.36	14.43	15.60
Billing clerks .....	12.76	14.75	16.71	19.95	27.23
Telephone operators .....	7.90	7.90	9.25	12.94	12.94
Material recording, scheduling, and distribution clerks, n.e.c. ....	7.72	9.16	12.36	15.90	17.04
Insurance adjusters, examiners, and investigators .....	11.54	12.41	14.14	16.66	17.77
Investigators and adjusters, except insurance .....	10.40	11.44	14.31	16.27	18.43
General office clerks .....	10.50	11.52	14.14	17.02	20.00
Bank tellers .....	8.70	9.25	10.15	11.01	11.98
Data entry keyers .....	10.00	11.45	12.10	13.28	14.27
Administrative support, n.e.c. ....	6.50	10.00	12.92	18.56	23.81
<b>Blue collar</b> .....	8.25	11.27	14.90	21.60	26.30
<b>Precision production, craft, and repair</b> .....					
Industrial machinery repairers .....	13.62	16.90	22.08	26.72	28.35
Mechanics and repairers, n.e.c. ....	13.85	15.12	18.50	22.19	23.43
Electricians .....	13.62	16.15	21.28	23.33	23.85
Electrician apprentices .....	25.60	26.00	28.35	28.35	29.34
Supervisors, production .....	12.00	14.30	16.56	19.20	27.15
Supervisors, production .....	17.40	17.68	24.38	25.92	29.04
<b>Machine operators, assemblers, and inspectors</b> .....					
Printing press operators .....	8.33	10.23	12.40	15.42	22.91
Laundry and dry cleaning machine operators .....	14.56	15.30	22.33	26.00	27.37
Assemblers .....	7.60	8.05	8.75	10.70	12.60
Production inspectors, checkers and examiners ..	11.27	12.89	13.70	25.88	25.88
Production inspectors, checkers and examiners ..	8.00	8.57	10.19	11.69	12.89
<b>Transportation and material moving</b> .....					
Truck drivers .....	6.45	11.20	14.39	17.89	23.16
Driver-sales workers .....	7.25	12.00	14.00	16.28	19.86
Driver-sales workers .....	4.75	5.50	6.50	22.02	23.86
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....					
Stock handlers and baggers .....	7.88	9.00	11.57	14.27	17.24
Freight, stock, and material handlers, n.e.c. ....	7.50	8.00	8.50	10.60	12.00
Hand packers and packagers .....	9.00	11.48	14.00	15.25	16.50
Laborers, except construction, n.e.c. ....	7.00	7.50	8.77	14.70	14.70
Laborers, except construction, n.e.c. ....	8.25	10.25	11.85	15.81	21.87
<b>Service</b> .....					
Protective service .....	6.00	7.25	9.16	11.38	13.77
Guards and police, except public service .....	7.50	8.00	9.35	12.26	20.00
Food service .....	7.87	8.00	9.00	10.87	13.50
Waiters, waitresses, and bartenders .....	2.37	5.59	9.00	11.29	14.42
Waiters and waitresses .....	2.13	2.37	4.75	7.21	10.07
Waiters/Waitresses' assistants .....	2.13	2.37	2.38	5.82	9.40
Other food service .....	5.50	7.21	7.50	10.07	11.82
Supervisors, food preparation and service .....	6.25	8.50	10.87	13.00	16.95
Cooks .....	7.50	12.86	15.86	18.53	24.40
Food counter, fountain, and related .....	9.00	10.00	11.00	11.50	13.39
Food preparation, n.e.c. ....	5.15	6.00	6.25	13.17	13.17
Health service .....	7.00	8.03	10.00	11.15	12.02
Health aides, except nursing .....	8.80	9.85	10.57	12.45	13.95
Nursing aides, orderlies and attendants .....	9.00	10.00	11.50	12.99	14.28
Nursing aides, orderlies and attendants .....	8.50	9.73	10.50	12.36	13.95

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>Service</b> —Continued					
Cleaning and building service .....	\$6.75	\$7.05	\$8.00	\$10.00	\$12.60
Maids and housemen .....	7.05	7.91	9.26	12.04	12.66
Janitors and cleaners .....	6.50	7.00	7.70	8.50	10.00
Personal service .....	6.96	8.60	9.86	11.57	13.68
Child care workers, n.e.c. ....	9.50	9.50	11.32	11.90	13.47
Service, n.e.c. ....	7.69	10.00	10.96	12.05	12.51

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003**

Occupation <sup>3</sup>	State and local government				
	10	25	Median 50	75	90
<b>All</b> .....	\$12.42	\$15.63	\$21.31	\$29.33	\$39.93
All excluding sales .....	12.43	15.63	21.31	29.40	39.97
<b>White collar</b> .....	14.15	17.18	24.29	33.65	43.31
White collar excluding sales .....	14.15	17.18	24.38	33.65	43.39
<b>Professional specialty and technical</b> .....	17.99	22.51	28.46	37.50	44.96
Professional specialty .....	19.05	23.97	29.43	38.87	45.34
Engineers, architects, and surveyors .....	23.86	26.92	28.45	37.82	42.05
Mathematical and computer scientists .....	—	—	—	—	—
Natural scientists .....	—	—	—	—	—
Health related .....	18.29	18.29	24.02	31.04	42.20
Registered nurses .....	22.07	24.02	26.56	31.04	32.39
Teachers, college and university .....	27.40	28.68	33.40	42.60	47.53
Other post-secondary teachers .....	25.51	28.94	32.23	43.70	45.89
Teachers, except college and university .....	23.18	25.69	32.39	41.21	46.16
Elementary school teachers .....	23.60	25.36	30.49	39.93	45.63
Secondary school teachers .....	23.97	25.69	32.55	41.45	47.65
Teachers, special education .....	27.00	31.79	39.03	42.90	46.24
Teachers, n.e.c. ....	22.50	28.04	33.63	41.45	46.88
Vocational and educational counselors .....	17.69	21.61	34.20	42.31	44.63
Librarians, archivists, and curators .....	16.20	19.20	20.95	25.67	33.30
Librarians .....	16.20	19.20	20.95	25.67	33.30
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	16.33	16.96	19.21	19.95	31.39
Social workers .....	16.33	17.24	19.21	19.95	32.24
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	14.74	16.51	18.49	20.08	24.57
Licensed practical nurses .....	14.65	15.02	17.32	19.58	19.58
<b>Executive, administrative, and managerial</b> .....	15.13	19.07	24.64	33.65	44.00
Executives, administrators, and managers .....	19.58	22.22	32.04	39.98	46.80
Administrators and officials, public administration .....	19.36	20.90	29.08	32.89	33.65
Administrators, education and related fields .....	24.44	34.67	42.35	45.70	49.18
Managers and administrators, n.e.c. ....	24.49	24.84	40.41	46.80	48.05
Management related .....	14.81	15.18	19.16	26.59	31.94
Accountants and auditors .....	14.81	15.09	19.83	22.42	32.81
Inspectors and compliance officers, except construction .....	14.41	15.13	17.94	22.57	26.41
Management related, n.e.c. ....	15.18	16.76	19.91	31.94	31.94
<b>Sales</b> .....	—	—	—	—	—
<b>Administrative support, including clerical</b> .....	11.11	13.08	15.04	17.18	20.32
Supervisors, general office .....	13.43	16.91	23.92	25.32	28.44
Secretaries .....	12.41	13.71	15.19	17.77	20.91
Library clerks .....	6.26	7.48	10.16	12.61	16.36
Records clerks, n.e.c. ....	11.03	11.69	13.03	13.85	13.85
Bookkeepers, accounting and auditing clerks .....	10.53	12.42	14.01	15.59	17.24
General office clerks .....	10.55	12.29	13.79	16.76	21.29
Teachers' aides .....	10.24	12.00	14.25	15.59	18.17
Administrative support, n.e.c. ....	11.67	13.36	16.20	16.20	20.27
<b>Blue collar</b> .....	11.77	13.76	16.97	23.00	25.06
<b>Precision production, craft, and repair</b> .....	14.15	16.18	19.14	24.48	26.30
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—
<b>Transportation and material moving</b> .....	12.64	14.29	16.78	22.91	24.51
Bus drivers .....	13.24	14.82	17.33	21.89	24.51
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	9.84	10.59	13.09	13.09	23.98

See footnotes at end of table.



Table 6-3. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, State and local government, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued**

Occupation <sup>3</sup>	State and local government				
	10	25	Median 50	75	90
<b>Service .....</b>	<b>\$10.39</b>	<b>\$12.83</b>	<b>\$17.57</b>	<b>\$23.00</b>	<b>\$27.94</b>
Protective service .....	14.63	17.26	20.97	25.68	30.90
Firefighting .....	14.88	18.64	20.99	22.39	25.31
Police and detectives, public service .....	16.10	18.78	23.88	26.20	28.38
Sheriffs, bailiffs, and other law enforcement officers .....	10.57	14.42	17.31	20.00	24.14
Correctional institution officers .....	13.82	15.47	17.99	19.35	20.37
Food service .....	8.85	10.01	10.96	11.89	11.89
Other food service .....	8.85	10.01	10.96	11.89	11.89
Health service .....	10.42	11.76	12.98	13.60	13.99
Nursing aides, orderlies and attendants .....	10.05	11.04	12.54	13.27	13.27
Cleaning and building service .....	9.67	10.68	11.81	14.35	17.10
Janitors and cleaners .....	9.61	10.61	11.52	13.75	16.00
Personal service .....	6.44	8.52	11.24	15.24	20.01

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$10.00	\$13.00	\$18.72	\$27.78	\$38.69
All excluding sales .....	10.15	13.36	19.21	27.97	38.88
<b>White collar</b> .....	11.78	15.60	22.51	32.27	43.81
White collar excluding sales .....	12.79	16.55	23.80	33.19	44.18
<b>Professional specialty and technical</b> .....	17.25	21.83	28.51	36.84	45.88
Professional specialty .....	18.92	23.80	29.81	38.58	46.88
Engineers, architects, and surveyors .....	17.95	22.95	32.75	41.18	45.52
Electrical and electronic engineers .....	30.77	34.72	39.48	41.92	46.44
Engineers, n.e.c. ....	19.25	20.75	37.79	43.30	46.20
Mathematical and computer scientists .....	20.74	26.52	32.31	40.80	48.12
Computer systems analysts and scientists .....	21.83	26.76	32.88	40.87	48.15
Operations and systems researchers and analysts .....	17.21	17.93	18.04	21.38	31.25
Natural scientists .....	16.51	18.77	24.30	31.87	40.04
Medical scientists .....	14.08	15.48	17.84	19.17	22.32
Health related .....	18.29	21.42	26.34	31.61	39.36
Physicians .....	9.50	9.50	43.27	70.18	93.02
Registered nurses .....	20.00	22.35	26.99	30.00	33.73
Therapists, n.e.c. ....	16.88	21.00	22.70	25.29	30.65
Teachers, college and university .....	27.59	29.51	34.06	43.29	49.78
Other post-secondary teachers .....	27.85	31.45	35.10	43.29	45.19
Teachers, except college and university .....	22.60	25.36	31.00	40.18	45.77
Elementary school teachers .....	23.42	25.36	30.08	38.74	45.32
Secondary school teachers .....	24.02	25.81	32.54	41.45	47.65
Teachers, special education .....	24.86	31.03	37.63	42.90	45.84
Teachers, n.e.c. ....	23.15	29.05	33.63	41.45	46.24
Vocational and educational counselors .....	14.78	17.69	25.46	39.89	42.90
Librarians, archivists, and curators .....	16.88	19.23	22.77	25.96	32.27
Librarians .....	16.88	19.23	22.77	25.96	32.27
Social scientists and urban planners .....	13.47	19.02	23.66	33.49	38.06
Social, recreation, and religious workers .....	16.33	17.61	19.32	22.37	27.13
Social workers .....	16.33	17.61	19.32	23.88	31.06
Lawyers and judges .....	51.92	57.69	60.10	71.15	76.92
Lawyers .....	51.92	57.69	61.54	71.15	76.92
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	18.60	23.08	29.81	34.99	41.47
Editors and reporters .....	17.00	22.60	28.37	32.47	36.16
Technical .....	14.00	15.76	19.21	25.63	28.23
Clinical laboratory technologists and technicians .....	12.36	14.03	17.90	24.01	31.10
Radiological technicians .....	19.48	22.00	25.89	26.40	28.30
Licensed practical nurses .....	15.02	17.28	18.92	20.93	23.60
Health technologists and technicians, n.e.c. ....	10.42	13.46	16.72	20.32	27.08
Electrical and electronic technicians .....	17.18	19.15	27.79	27.79	27.79
Technical and related, n.e.c. ....	15.50	15.50	18.14	19.58	24.83
<b>Executive, administrative, and managerial</b> .....	16.32	20.90	29.00	40.78	53.27
Executives, administrators, and managers .....	19.36	25.48	33.99	47.40	57.69
Administrators and officials, public administration .....	19.36	20.90	28.54	32.89	33.65
Financial managers .....	25.00	26.72	48.77	102.88	102.88
Managers, marketing, advertising, and public relations .....	28.77	29.28	37.46	44.30	59.00
Administrators, education and related fields .....	23.34	28.08	38.76	47.04	54.18
Managers, medicine and health .....	21.29	26.97	30.60	37.43	38.69
Managers, service organizations, n.e.c. ....	17.79	19.50	22.40	48.24	57.45
Managers and administrators, n.e.c. ....	22.79	29.83	42.09	54.59	62.86
Management related .....	15.38	17.79	22.12	30.75	40.14
Accountants and auditors .....	15.09	19.71	22.60	27.97	41.35
Other financial officers .....	16.32	20.67	25.64	36.78	49.20
Management analysts .....	26.70	28.49	29.52	33.98	40.17
Personnel, training, and labor relations specialists .....	16.51	17.57	19.50	19.52	31.05
Purchasing agents and buyers, n.e.c. ....	21.64	21.64	22.72	33.17	40.00
Inspectors and compliance officers, except construction .....	14.41	15.13	17.94	22.57	26.41
Management related, n.e.c. ....	15.47	16.85	21.27	28.72	33.41
<b>Sales</b> .....	8.50	10.70	13.42	21.79	34.16
Supervisors, sales .....	14.00	18.00	22.03	25.33	28.85

See footnotes at end of table.

Table 6-4. **Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003 — Continued**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>White collar —Continued</b>					
<b>Sales —Continued</b>					
Sales, other business services .....	\$12.00	\$12.60	\$17.31	\$27.78	\$38.51
Sales workers, hardware and building supplies ...	8.50	9.06	11.06	12.50	14.30
Sales workers, other commodities .....	7.50	9.30	11.61	16.50	18.84
Cashiers .....	7.40	8.00	9.67	11.16	16.28
<b>Administrative support, including clerical .....</b>	10.32	12.24	15.00	18.35	23.08
Supervisors, general office .....	15.00	15.93	22.00	24.11	24.90
Secretaries .....	12.51	14.38	17.26	21.03	26.49
Hotel clerks .....	8.00	8.68	10.19	10.91	11.33
Receptionists .....	8.16	9.67	11.00	11.12	11.56
Order clerks .....	11.00	13.94	14.42	16.38	18.04
Library clerks .....	11.50	11.96	12.75	16.32	17.10
Records clerks, n.e.c. ....	9.75	12.22	13.95	16.79	19.91
Bookkeepers, accounting and auditing clerks .....	10.50	11.48	12.36	14.64	16.50
Billing clerks .....	12.76	14.75	16.71	19.95	27.23
Telephone operators .....	7.90	7.90	9.25	12.94	16.21
Dispatchers .....	12.55	13.50	13.53	21.55	28.10
Stock and inventory clerks .....	10.30	10.30	10.77	16.77	18.21
Insurance adjusters, examiners, and investigators .....	11.54	12.41	14.14	16.66	17.77
Investigators and adjusters, except insurance .....	10.40	11.44	14.20	16.27	18.22
General office clerks .....	10.55	11.74	14.13	16.98	20.05
Bank tellers .....	9.00	9.25	10.15	11.01	12.00
Teachers' aides .....	9.54	10.86	13.64	14.90	16.23
Administrative support, n.e.c. ....	9.05	11.67	15.00	18.59	23.66
<b>Blue collar .....</b>	9.50	12.00	15.92	22.40	26.63
<b>Precision production, craft, and repair .....</b>	13.85	16.90	22.00	26.41	28.35
Industrial machinery repairers .....	13.85	14.47	18.50	22.19	23.43
Mechanics and repairers, n.e.c. ....	13.62	16.97	21.28	23.85	26.94
Electricians .....	18.77	26.00	28.35	28.35	29.34
Electrician apprentices .....	12.00	14.30	16.56	19.20	27.15
Supervisors, production .....	17.40	17.68	24.87	25.92	28.70
<b>Machine operators, assemblers, and inspectors .....</b>	8.45	10.50	12.44	15.62	22.91
Printing press operators .....	14.56	15.30	22.33	26.00	27.37
Laundry and dry cleaning machine operators .....	7.60	8.05	8.75	10.70	12.60
Assemblers .....	11.27	12.89	13.70	25.88	25.88
<b>Transportation and material moving .....</b>	10.59	13.03	15.42	19.86	24.77
Truck drivers .....	10.92	12.95	14.47	16.65	19.86
Bus drivers .....	8.17	12.71	14.46	17.10	23.26
<b>Handlers, equipment cleaners, helpers, and laborers .....</b>	8.50	9.84	11.85	15.02	18.34
Groundskeepers and gardeners, except farm .....	8.50	8.84	9.86	14.20	16.41
Stock handlers and baggers .....	8.24	10.00	10.90	12.00	13.09
Freight, stock, and material handlers, n.e.c. ....	10.82	13.00	14.00	15.50	16.51
Laborers, except construction, n.e.c. ....	8.25	10.25	11.80	14.99	21.87
<b>Service .....</b>	7.25	9.50	12.00	16.54	23.50
Protective service .....	9.51	14.35	19.35	24.90	29.25
Firefighting .....	15.40	18.67	21.15	22.39	25.31
Police and detectives, public service .....	16.10	18.31	23.72	26.19	28.38
Sheriffs, bailiffs, and other law enforcement officers .....	10.57	14.26	17.31	20.00	50.81
Correctional institution officers .....	13.82	15.47	17.99	19.35	20.37
Guards and police, except public service .....	8.00	8.25	9.50	12.07	14.26
Food service .....	3.80	7.00	10.36	12.47	15.86
Waiters, waitresses, and bartenders .....	2.38	2.38	6.00	9.38	11.03
Waiters and waitresses .....	2.13	2.38	4.00	6.50	10.69
Other food service .....	7.66	10.00	11.24	13.79	18.42
Supervisors, food preparation and service .....	7.50	13.50	17.02	18.53	24.40
Cooks .....	9.65	10.23	11.00	11.89	13.50
Food preparation, n.e.c. ....	8.50	8.85	11.05	11.84	12.47

See footnotes at end of table.

Table 6-4. **Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003** — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Service—Continued</b>					
Health service .....	\$9.25	\$10.10	\$11.22	\$13.00	\$14.16
Health aides, except nursing .....	9.00	10.00	12.00	13.27	14.28
Nursing aides, orderlies and attendants .....	9.25	10.05	10.85	12.82	14.09
Cleaning and building service .....	7.40	8.60	10.48	12.65	15.50
Supervisors, cleaning and building service workers .....	8.50	10.00	14.04	18.81	21.71
Maids and housemen .....	7.05	7.85	9.18	12.44	12.66
Janitors and cleaners .....	8.85	9.68	11.13	13.35	16.54
Personal service .....	7.21	9.28	11.41	14.64	20.01
Service, n.e.c. ....	7.69	10.06	11.10	12.05	12.65

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

<sup>2</sup> Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. **Hourly wage percentiles for establishment jobs,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$6.00	\$7.00	\$8.50	\$11.67	\$20.44
All excluding sales .....	5.50	7.00	8.50	12.25	22.50
<b>White collar</b> .....	7.05	8.50	11.05	20.30	29.75
White collar excluding sales .....	8.50	10.00	18.50	26.60	33.00
<b>Professional specialty and technical</b> .....	17.05	20.44	26.16	31.25	40.54
Professional specialty .....	17.05	22.60	28.53	33.00	45.57
Engineers, architects, and surveyors .....	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—
Health related .....	21.45	26.30	29.00	32.83	35.00
Registered nurses .....	21.38	25.09	29.00	29.92	33.00
Teachers, college and university .....	18.87	20.44	20.44	52.38	77.02
Teachers, except college and university .....	10.00	15.00	24.97	32.61	44.58
Teachers, n.e.c. ....	7.86	10.00	15.32	24.97	26.17
Librarians, archivists, and curators .....	13.15	15.25	20.76	22.17	22.17
Librarians .....	13.15	15.25	20.76	22.17	22.17
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	17.66	18.00	20.00	23.79	25.00
Licensed practical nurses .....	18.50	18.50	20.00	21.00	25.00
<b>Executive, administrative, and managerial</b> .....	—	—	—	—	—
Executives, administrators, and managers .....	—	—	—	—	—
Management related .....	—	—	—	—	—
<b>Sales</b> .....	6.90	7.45	8.50	10.35	12.70
Sales workers, other commodities .....	6.50	7.00	8.00	10.08	11.90
Cashiers .....	6.91	7.75	8.10	9.60	12.70
<b>Administrative support, including clerical</b> .....	7.50	8.50	10.00	13.80	20.00
Receptionists .....	8.50	8.50	9.00	9.00	10.30
Library clerks .....	6.00	6.67	7.48	9.19	10.61
General office clerks .....	8.14	10.00	12.71	12.71	18.67
Bank tellers .....	6.52	7.75	10.00	10.68	11.82
Administrative support, n.e.c. ....	5.15	6.55	9.00	10.00	10.42
<b>Blue collar</b> .....	5.25	7.00	8.00	12.50	14.36
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—
<b>Transportation and material moving</b> .....	5.15	5.25	7.00	13.00	16.01
Truck drivers .....	5.25	5.25	5.25	13.65	16.25
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.00	7.80	8.50	12.50	14.00
Stock handlers and baggers .....	7.25	7.75	8.00	8.50	8.50
Freight, stock, and material handlers, n.e.c. ....	6.15	8.50	9.75	11.48	13.28
<b>Service</b> .....	2.77	6.50	7.89	9.10	10.50
Protective service .....	7.20	8.00	9.00	10.66	25.00
Guards and police, except public service .....	7.50	8.00	8.50	10.00	25.00
Food service .....	2.13	2.38	6.23	8.50	9.70
Waiters, waitresses, and bartenders .....	2.13	2.13	2.38	5.50	7.75
Waiters and waitresses .....	2.13	2.13	2.37	2.77	7.50
Waiters/Waitresses' assistants .....	2.75	5.50	6.25	7.50	9.09
Other food service .....	6.00	6.25	7.99	9.55	10.27
Food preparation, n.e.c. ....	6.50	7.00	8.00	10.21	11.00
Health service .....	7.34	8.49	10.00	10.50	13.00
Nursing aides, orderlies and attendants .....	7.34	8.49	10.00	10.50	11.88

See footnotes at end of table.

Table 6-5. **Hourly wage percentiles for establishment jobs,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Washington-Baltimore, DC-MD-VA-WV, April 2003** — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Service —Continued</b>					
Cleaning and building service .....	\$6.50	\$7.00	\$7.50	\$8.00	\$9.00
Janitors and cleaners .....	6.50	7.00	7.50	8.00	8.80
Personal service .....	6.21	8.00	9.10	9.50	10.50
Attendants, amusement, and recreation facilities	5.15	5.75	6.44	7.04	7.97

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

<sup>2</sup> Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.